

# Facilitator Training Module

## MATCH Your Protection: Fearless, Aware, & Protected

The Harness Project | [www.theharnessproject.org](http://www.theharnessproject.org) | Created by Christopher Zacharie | Updated January 2026

This Facilitator Training Module is a standalone 4–6 hour (half-day) training designed to prepare new facilitators to confidently deliver MATCH Your Protection: Fearless, Aware, & Protected workshops. It builds directly on the Detailed Facilitator's Guide, Participant Workbook, Handouts, and Slide Deck.

### PURPOSE & TARGET AUDIENCE

**Purpose:** Equip trainees with the knowledge, skills, and mindset to facilitate sex-positive, harm-reduction-focused workshops that empower participants to create personalized saFER sex plans.

**Target Audience:** Health educators, peer navigators, community health workers, advocates, or passionate individuals ready to lead in their communities.

**Format:** In-person preferred (for hands-on demos); virtual adaptable. 8–15 trainees per session. Led by an experienced FAP Master Facilitator.

### LEARNING OBJECTIVES

- Embody the FAP sex-positive, non-judgmental facilitator mindset
- Understand the ebook's core principles and all 5 modules
- Confidently deliver key activities: condom demos, role-plays, MATCH planning
- Handle sensitive topics, disclosures, and challenging group dynamics
- Adapt workshops for diverse audiences and delivery formats (90-min to full-day)
- Access, download, and customize all Educators Hub resources

### SUPPLIES NEEDED

- Projector and slides (FAP Facilitator Training Deck)
- Anatomical models (penile and pelvic), condoms (external/internal), lube samples, nitrile gloves, scissors
- Printed Handouts Pack + Detailed Facilitator's Guide (one per trainee)
- Printed scenario cards (for Sessions 2, 5)
- Printed facilitation feedback checklists (for Station rotations)
- Whiteboard or flip chart and markers
- Name tags, pens, sticky notes

### SESSION 1: WELCOME & PROGRAM OVERVIEW (30 min)

- • Icebreaker: 'Two Words' — each trainee shares two words describing their feelings about facilitating
- • Introduction to FAP philosophy: Fearless, Aware, Protected; saFER sex as layered freedom
- • Review program impact: Declining STI rates, access gaps, empowerment focus
- • Overview of all resources: Curriculum, Detailed Guide, Workbook, Handouts, Slides, Educators Hub

## SESSION 2: FACILITATOR MINDSET DEEP DIVE (45 min)

- • Interactive discussion of core mindset principles: Empathy, Non-Judgment, Empowerment, Confidentiality, Active Listening, Cultural Humility, Status-Neutral Language
- • Small groups receive scenario cards — practice responding to: participant trauma disclosure, HIV stigma, defensive questions, sensitive revelations
- • Debrief: Role of cultural humility; avoiding moralizing; the difference between empathizing and endorsing

## SESSION 3: CONTENT WALKTHROUGH & KEY CONCEPTS (60 min)

- • Slide tour of all 5 modules and the MATCH framework (with sample plans)
- • Myth-busting mini-quiz: PrEP, U=U, barriers — groups discuss and defend answers
- • Emphasis: Status-neutral language, harm reduction philosophy, combination prevention
- • Q&A; on ebook chapters and science — facilitator references latest CDC/research updates

## SESSION 4: HANDS-ON ACTIVITY PRACTICE (STATIONS) (90–120 min)

- • Station 1 — Condom & Barrier Demo: External/internal condom practice on models; DIY dental dams; lube compatibility discussion
- • Station 2 — Communication Role-Play: Triads practice scripts from the book; rotate roles (speaker / listener / observer); debrief on facilitation
- • Station 3 — Continuum of Risk: Facilitate small group card placement; practice non-judgmental framing; add harm reduction strategies
- • Station 4 — MATCH Guided Planning: Lead peers through worksheet; practice facilitator prompts; help build realistic, personalized plans
- • Master facilitator circulates and provides live feedback on timing, inclusivity, energy, and language

## SESSION 5: MANAGING GROUPS & SENSITIVE TOPICS (45 min)

- • Review group agreements and handling disclosures (from Facilitator Guide)
- • Role-play challenging facilitation moments: participant discomfort with demos; HIV stigma from a participant; time management crises
- • Virtual adaptations discussion: Zoom tools, pre-recorded demos, digital continuum, chat-based commitment sharing
- • Local resource integration: How to add Houston-specific (or your own) resources to materials

## SESSION 6: WORKSHOP DELIVERY & ADAPTATION (30 min)

- • Review all 3 delivery models: 90-min, half-day, full-day
- • Customization tips for specific audiences: LGBTQ+ communities, youth (18–24), people with HIV, clinical settings
- • Practice: Each trainee pitches a 5-minute mini-segment (e.g., intro to MATCH, condom demo opener)
- • Feedback: Group gives one 'glow' and one 'grow' for each mini-pitch

## SESSION 7: CLOSING & NEXT STEPS (30 min)

- • Commitment to Action: Trainees complete 'My First Workshop Plan' (date, audience, delivery model, support needed)
- • Certification path review: Co-facilitate one workshop + receive feedback evaluation for full certification
- • Educators Hub orientation: Access all materials; sign up for facilitator community forum and updates
- • Closing circle: Each person completes — 'I feel ready to facilitate because...'

## CERTIFICATION PATHWAY

STEP	DESCRIPTION
<b>Step 1</b>	Complete the 4–6 hour Facilitator Training Module (this training)
<b>Step 2</b>	Review all Educators Hub materials — especially the Detailed Facilitator's Guide
<b>Step 3</b>	Co-facilitate at least one full FAP workshop alongside a certified facilitator
<b>Step 4</b>	Receive a written feedback evaluation from the certified/master facilitator
<b>Step 5</b>	Submit your feedback evaluation + confirmation form to <a href="http://www.theharnessproject.org">www.theharnessproject.org</a>
<b>Step 6</b>	Receive your Certified FAP Facilitator credential — listed in directory (optional)
<b>Ongoing</b>	Attend annual updates; access new materials added to the Educators Hub

All Facilitator Training materials are available at [www.theharnessproject.org/educators-hub](http://www.theharnessproject.org/educators-hub)

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